

WHAT'S INSIDE



Parks, now 60, gets new status

A crowd of about 500 gathered on the State Capitol steps to witness Gov. Neil Goldschmidt's signing of a bill that creates a state Parks and Recreation Department and also Parks' 60th anniversary. An estimated 3,000 participated statewide in the celebration, held in conjunction with the Park Advisory Committee annual tour.

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ODOT wins national NTPAW awards

ODOT's Office of Public Affairs captured one-fourth of the eight national Skills Contest awards presented in Oklahoma City, Okla., recently.

Top prizes were garnered in the print media category and the new non-commercial video competition. The awards were presented during the annual workshop of the Subcommittee on Public Affairs of the American Association of State Highway and Transportation Officials.

The print effort, spearheaded by Highway Public Affairs Manager Carol Mitchell, Salem, involved public information work on the Alsea Bay Bridge replacement project. The video award was for the Highway Division 75th anniversary production, led by Photo Services Videographer Ted Burney and Highway Public Affairs Manager Janis Collins, Portland.

In addition, Oregon earned special commendation during an awards ceremony for market research efforts involved in surveying employees, local governments and the general public late in 1988.

The top place awards bring to seven the number that the ODOT Public Affairs unit has won during the National Transportation Public Affairs Workshop in the past seven years. That puts Oregon atop the nation.

Highway fights gridlock

It's enough to make any motorist panic.

The evening rush hour is well under way when Joe Commuter reaches the northbound Interstate Bridge into Vancouver. Construction crews are busy repairing the pavement, and Joe is driving in the only lane open to traffic on that span. Suddenly his car sputters to a dead stop. In his rear view mirror, he sees trucks and cars stacking up behind him. While Joe debates whether to slink under the dashboard or yell for help, a vehicle that looks much like a forklift approaches from the north, hooks a tow attachment on his bumper and pulls him off the bridge.

Providing a standby emergency tow vehicle is just one step the Highway Division has taken to make sure traffic flows smoothly during four major reconstruction projects that begin this year on Interstate 5 in Portland. That \$35-million package will affect traffic until the final project is finished in the fall of 1992.

The Interstate Bridge deck repair project began in July, as did the project to repair pavement between the Marquam Bridge and Delta Park and to widen the freeway from Columbia to Portland boulevards. Reconstruction of the freeway ramps and road system around the new Convention Center began in April. That job will be finished next spring. The final project—rebuilding the interchanges near Delta Park—begins this fall and winds down in October of 1992.

Long before the first of these projects began, Highway's Region 1 began developing plans to ease the traffic burden, using everything from publicity campaigns to improving adjacent streets.

To help relieve I-5 congestion, ODOT worked with the city of Portland to improve a series of intersections on Interstate Avenue, which could handle

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TIGHT QUARTERS—Highway contractors grind down the surface of Portland's Interstate Bridge, as traffic edges through the span one lane at a time. The Highway Division is has taken steps, such as providing an emergency tow vehicle, to keep traffic flowing smoothly during construction.

Temporary jobs used in career planning

As a Portland highway maintenance worker, Joe Flowers got an opportunity to work with area teens—some of them court referrals—as part of the district's summer youth program.

The new experience provided him with an understanding of how to work with the troubled youth. When a rotational assignment opened at Champoeg State Park for a supervisor of a juvenile crew from MacLaren School for Boys, Flowers applied.

Park Manager Max Ruff hired Flowers to maintain the continuity of the park's program. Flowers used the experience as an opportunity to show what he could do. When the permanent park manager position opened, Flowers applied and he was hired.

Harold Lasley, ODOT's Civil Rights manager, considers the story of Joe Flowers typical. "Seventy-five percent of the assignments ODOT has sponsored have resulted in promotion within a year after they are completed."

Job rotations are used to prepare an

employee for positions of greater responsibility, enhance performance, develop job-specific skills, or make more productive use of employees.

Consider another situation:

Mison Hickey was a snowplow driver and highway maintenance worker in Arlington when her supervisor sent her to Salem to explore how she could best use her degree in economics. Hickey listed her name on Civil Rights' rotational assignment list, and later secured a 15-month position as a research assistant with the Economic Services Unit of the Highway Planning Section.

When that position ended, she competed for and won a six-month position in the Legislative Fiscal Office as a bill analyst. When the legislative session ended, she received word that the Economic Services Unit needed her to conduct a rush study on the state's potential role in Willamette River ferryboat operations. The experience she gained in her legislative job

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SUMMER CHORES—Juvenile crew members unload lawn mowers at Champoeg State Park. Joe Flowers (in background, with cap) got his job as supervisor of the crew by gaining experience in a rotational assignment.

DIRECTOR'S COLUMN

Conference left enduring impression

By BOB BOTHMAN
ODOT Director

In the weeks following the WASHTO '89 conference, my office has been swamped with dozens of letters from representatives of other state departments of transportation. In a word, their reaction to the four-day event was exceptionally positive. "Best ever WASHTO conference," pretty well sums it up.

WASHTO—that stands for the Western Association of State Highway and Transportation Officials—represents a group of 17 western states. This year, Oregon sponsored the annual meeting, held in Portland in July.

The credits go to about 100 ODOT workers who played both major and minor parts in putting together what may be the most successful WASHTO conference. The department can be proud of the volunteers who put forth significant efforts to play host to a record 907 delegates, their spouses and families. Special thanks to those who filled the volunteers' shoes while they were working at WASHTO. Many stayed before and after the conference to tour, so some credit also goes to Oregon.

But the success of the conference itself



goes to our 100 volunteers. Your work really paid off, and I want to thank you all for your help.

The effort is certainly one I believe can be a model for success, including all those essential ingredients. We set for ourselves clear goals and objectives, developed a group of effective team players and allowed them to take initiative. And, of course, it took a lot of hard work.

For me, this conference represents a model of how things ought to happen. I've been accused of being an aggressive planner during my career, and every aspect of WASHTO '89 showed a meticulous attention to detail—

its ability to provide opportunities for idea sharing. Most everyone left WASHTO '89 with at least one or two ideas from the speakers, many of whom were members of our department. Thanks.

The entertainment included a healthy share of Oregon talent. One of the characters who was there for the duration was Dallas McKennon, the actor in the "Daniel Boone" television series who played the storekeeper Cincinnati. At WASHTO, he played a trapper and an astronaut, among other characters, to convey the idea of change through time. Change, I might add, was a conference theme that carried delegates from

We set for ourselves clear goals and objectives, developed a group of effective team players and allowed them to take initiative.

everything from preplanning activities to time management.

The conference was two years in the making. Starting in 1987, we defined our expectations: an impeccable attention to detail, a cutting-edge technical program, a showcase for Oregon as a vacation destination, and an opportunity to have fun while getting the job done. Those goals propelled our efforts in the two years since. I'd like to say it all worked even better than I had ever dreamed.

One measure of a conference's success is

the era of the wagon train and concluded with space exploration.

During their Oregon stay, delegates and their families got a chance to explore what makes us proud to be Oregonians—the Columbia River Gorge, Mount Hood, the Oregon coast and Central Oregon. A slide show presented at WASHTO showcased our state, and inspired a roomful of "aahs." That's the sort of impression that endures.

I'd like to say that our meeting in Portland represents what we are doing and where we're headed at ODOT: Excellence.

Letters



'Watchful eyes'

Jerry Winegar,
The Cove Palisades State Park Manager,
Culver:

My husband was involved in an accident with our dog recently while camping at The Cove Palisades State Park.

The park rangers were notified, and they immediately contacted paramedics in Culver and called an ambulance. The rangers were at our campsite in no time and administered aid until the emergency crews arrived. They were efficient, thoughtful and reassuring at a time of extreme stress.

After my husband was taken to the hospital, your rangers ensured that our rig and campsite was secure while we were gone. I called the campground later to notify our group that my husband was being transported to the Bend hospital, and that message was delivered immediately to our group members. My husband returned from the hospital that evening.

Early the next morning, a ranger checked on my husband's condition and asked if she could do anything for us. Throughout the weekend, all of the rangers checked to see if he was okay, and one ranger even stopped by our camp on his day off.

The rangers' concern for the people in their campground is something you don't see much of anymore. It sure makes us feel so much better knowing that when we camp at The Cove we are not just another someone at the campsite. We are under the watchful eyes of your efficient and friendly crew.

Bernice Feldman
Portland

WASHTO '89 thanks

Bob Bothman,
ODOT Director:

Many kudos to you and your department for hosting an absolutely fantastic WASHTO '89 conference. My wife and I had a great time and managed to tour the Oregon coast on our way to Portland, followed by a visit to the wine country, a round of golf and a Mount Hood tour.

The social activities were outstanding. We thought the Mason Williams concert and the preceding party were the highlights of the week. You set a heck of a target for Nevada, host of WASHTO '90.

While at the meeting, I had opportunities to talk to several of your staff and compliment them on a job well done. They appreciated comments and, without exception, said they all really enjoyed being good hosts. Good job, Oregon.

Robert Adams
Carmichael, Calif.

'Extremely gracious'

Larry Asbury,
District 5 Maintenance Supervisor,
Springfield:

I appreciate the assistance Bill Dever and Marvin Miller gave me and my passengers this summer. These gentlemen saw that our vehicle had a flat tire about five miles from Oakridge and offered their assistance.

We were certainly in distress because I didn't have the proper tools to remove the wheel, and my spare tire was flat. Bill and Marvin went to Oakridge to get the

tire inflated and get the proper tool to change the wheel. Not only did they perform this service efficiently, but they were extremely gracious. I commend them for what they did.

Raymond Mikesell
Eugene

(Dever and Miller are highway maintenance specialists with the Oakridge Section Crew.—Editor)

Beyond her job

Dave Talbot,
Parks Division Administrator:

While traveling through Central Oregon this summer, my wife and I stopped at LaPine State Park. We had trouble starting our pickup and were unable to get help from Bend.

One of the park aides, Sue Graven, saw our plight, got jumper cables and started our pickup. Sue was courteous, pleasant and helpful, and we appreciated her extra effort. She refused any compensation, saying it was her job. We felt it was more than that.

LaPine State Park is a beautiful and well kept park with clean restrooms, showers and easy parking. Our stay was especially pleasant, thanks to Sue.

Jack and Ginger Neth
Enterprise

Oregonian pride

Don Forbes,
State Highway Engineer,
Salem:

A tire blew out on my car as I was driving on Interstate 5.

Just as I found "flat tire" in the index of my owner's manual, two of your employees—Greg Daley and Willie Williams—volunteered to change the tire. Within minutes they had it replaced.

I would like to commend them. If all highway maintenance workers are as

helpful and efficient as they are, the state can be proud of its employees.

Rebecca LaPlante
Portland

Family reunion

Dave Talbot,
Parks Division Administrator:

We had our family reunion in your lovely Tugman State Park on the southern Oregon coast. The park is beautiful, and the washrooms are nice and clean.

We had relatives come from New York, New Hampshire, Kentucky, Washington state and California. Those of us who live in Oregon were proud to be a part of Oregon's parks.

Margarette Dearth
Coos Bay

VIA

ODOT NEWS

Oregon Transportation Commission
Michael Hollern, Chairman
John W. Whitty, Vice Chairman
Cynthia Ford
David F. Bolender
Robert F. Duvall

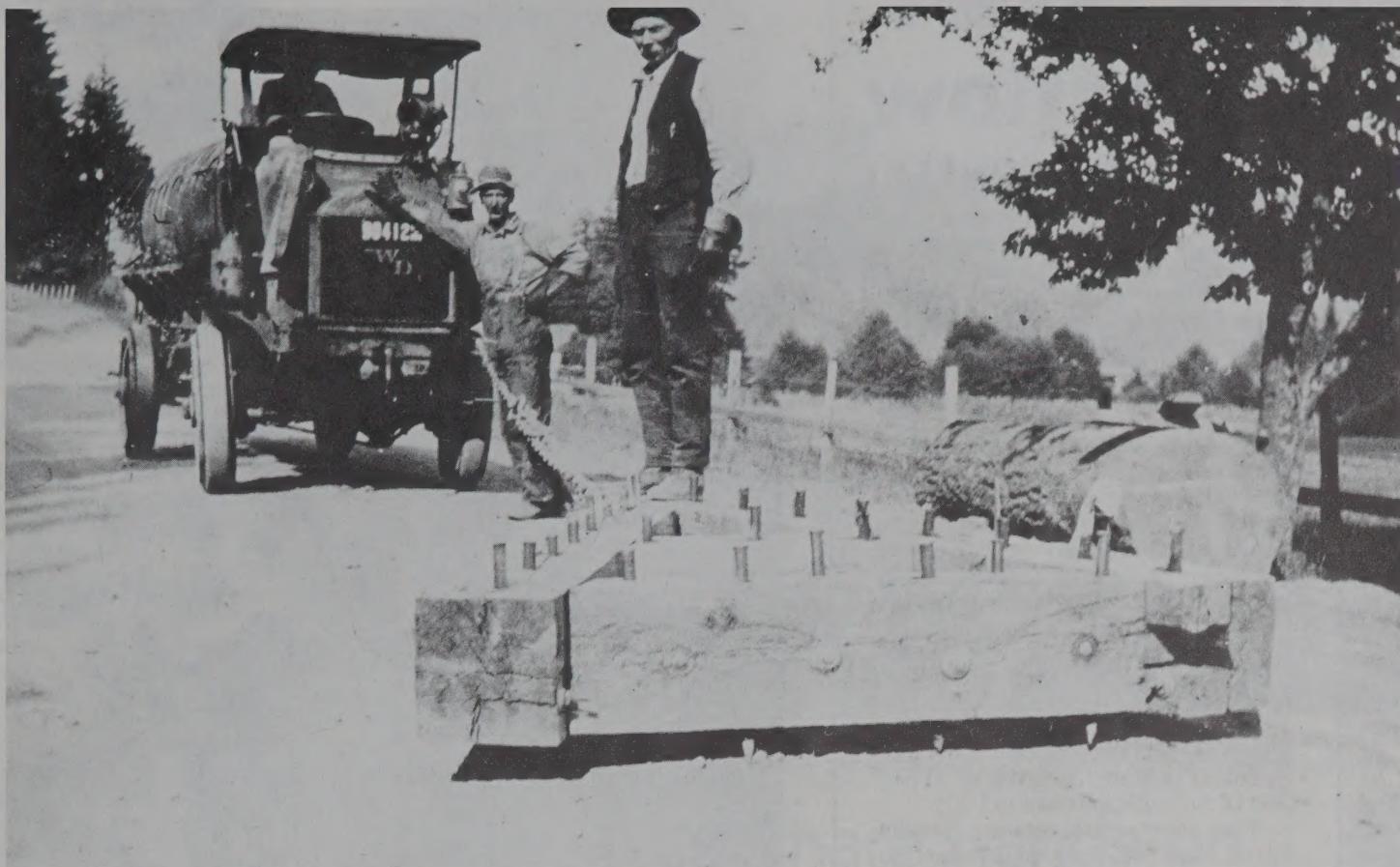
Director
Bob Bothman

Managing Editor
Andy Booz

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Office of Public Affairs
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Salem, Oregon 97310
Phone: (503) 378-6546





Way back when

Oregon Highway Department employees redress an old macadam road on the Leona-to-Comstock section of the Pacific Highway (now Interstate 5) in Douglas County in this 1919 photograph. The truck drags the spike-laden, triangular frame to restore the road surface. The macadam surface is composed of small, compacted stones.

Teen drivers tested for their maturity, attitude

Oregon teen-agers will soon face a restrictive licensing law designed to test their maturity and attitude behind the wheel.

The new law goes into effect Oct. 3.

Under that law, DMV is required to issue people under age 18 provisional driver licenses, which require them to pass an additional exam that tests their knowledge of safe driving practices.

"This new test is an attempt to determine if 16- to 18-year-olds have the proper maturity and attitude needed for driving a motor vehicle," said Ann Snyder, manager of DMV Public Affairs.

The legislation--backed by the Oregon Traffic Safety Commission, Mothers Against Drunk Driving and other support groups--came in response to a record number of teen fatalities involv-

ing motor vehicles. Of the 22 deaths recorded in Oregon last December, some were alcohol-related, yet many of the teens were killed because of simple miscalculations and misjudgments.

The bill also requires anyone under 18 who fails the driving test to obtain an instruction permit and wait one month before taking a second test. Licenses issued to drivers under age 18 will be labeled "Provisional License."

Any driver who receives a traffic conviction before turning 18 will be entered into an accelerated driver improvement program. After one conviction, they will receive a warning letter. If they get a second conviction, they will be required to meet with a driver improvement counselor. A third conviction will result in a suspension until the driver turns 18.

A law also provides for a maximum blood alcohol content of 0.0 percent for 16- to 18-year-olds. If they are stopped for drunk driving and have a blood alcohol content of 0.01 or above, their license will be suspended under the implied consent law. If they are convicted of drunk driving or any major traffic offense, their license will be suspended until their 18th birthday, in addition to any other mandatory suspension for the offense.

This new law is in addition to Oregon's juvenile denial laws passed by the 1983 Legislature. Under the juvenile denial law, Oregon teens age 13 to 17 who are convicted of any drug or alcohol offense, whether or not the conviction is related to operating a motor vehicle, are

denied their driving privileges for one year, or until they turn 17, whichever is longer.

By denying them driving privileges, this means that these teens cannot apply for or obtain an Oregon driving license until their denial period is up. For teens who already have an Oregon driving license, their license is suspended for that period.

Another bill aimed at young driver safety is House Bill 2121, which also goes into effect Oct. 3. The bill requires 16- to 18-year-olds to take a motorcycle rider education course approved by the Oregon Traffic Safety Commission before applying for a motorcycle endorsement.

NEWS BRIEFS

Elderly drivers can get break in insurance rates

Oregon drivers age 55 and older can reduce their insurance premiums beginning Jan. 1, thanks to a bill recently signed into law.

To qualify, drivers must successfully complete a motor vehicle accident reduction course. Three-year discounts of up to 10 percent will go to persons over 55 with good driving records. If a person is over 70, they need to take the course every two years to maintain the discount.

Portland plays host for transit convention

The Oregon Transit Association will meet Sept. 10-12 in Portland at the Red Lion Inn, Jantzen Beach.

Among the nearly 20 workshops planned are sessions on new federal and state rules mandating drug testing and commercial driver licenses for transportation providers. Also to be featured are management training workshops and vendor displays.

Record number attends WASHTO '89 conference

As host of the Western Association of State Highway and Transportation Official's 1989 conference, Oregon attracted a record 909 delegates, their spouses and children. That figure surpasses the attendance level of WASHTO '88, which attracted 730.

WASHTO '89, held in Portland in late July, offered technical information for delegates from 17 western states, and after-hours entertainment for all participants.

Governor reappoints Hollern, Whitty to commission

Gov. Neil Goldschmidt recently reappointed Chairman Mike Hollern and Vice Chairman John Whitty to the Transportation Commission for four-year terms.

Their terms expire June 30, 1993.



HARD WORKERS—Members of the Oregon Youth Conservation Corps clear trail on the Wapato Access, Sauvie's Island, 12 miles west of Portland.

• Deschutes River Scenic Recreation Area, where the Oregon Wildlife Heritage Foundation is paying for trail blazing along the riverbank to provide access for fishing, and the addition of signing and wildlife interpretation areas.

• Fort Stevens State Park, where Fred Meyer is funding construction of a trail along a jetty that parallels the Columbia River.

• Fort Stevens State Park, where Pacific Power and Light is paying for improvements along an existing bicycle trail, including the construction of a wildlife viewing platform and five rest benches.



Media, signs divert Portland traffic flow

Continued from Page 1

overflow traffic. Traffic Analyst Manager Tom Schwab predicted that a good public information campaign would, perhaps, divert as much as 15 to 20 percent of the through traffic to Interstate 205.

Several months before construction, Public Affairs Specialist Janis Collins and Community Liaison Mel Mott published a light-hearted newsletter that described all the projects and suggested

alternatives to commuting through the I-5 corridor. That publication was mailed or distributed to more than 100,000 households and businesses in Washington state and Vancouver.

Another part of the information campaign included a number of meetings. Project managers Dave Jones and Jarard Richardson, along with their assistants Mike Struloff and Don Fantz, appeared before a number of business and neighborhood organizations to tell them about the projects.

A week before the bulk of the construction began, a news conference kicked off a media blitz that included live television coverage and almost daily newspaper articles.

Out-of-town drivers learned of the construction by way of variable message signs, posted in Washington and Oregon, just before the I-5/I-205 junctions.

All this public information had a greater impact than predicted. Early traffic counts indicated as much as 30 percent of the traffic switched to I-205.

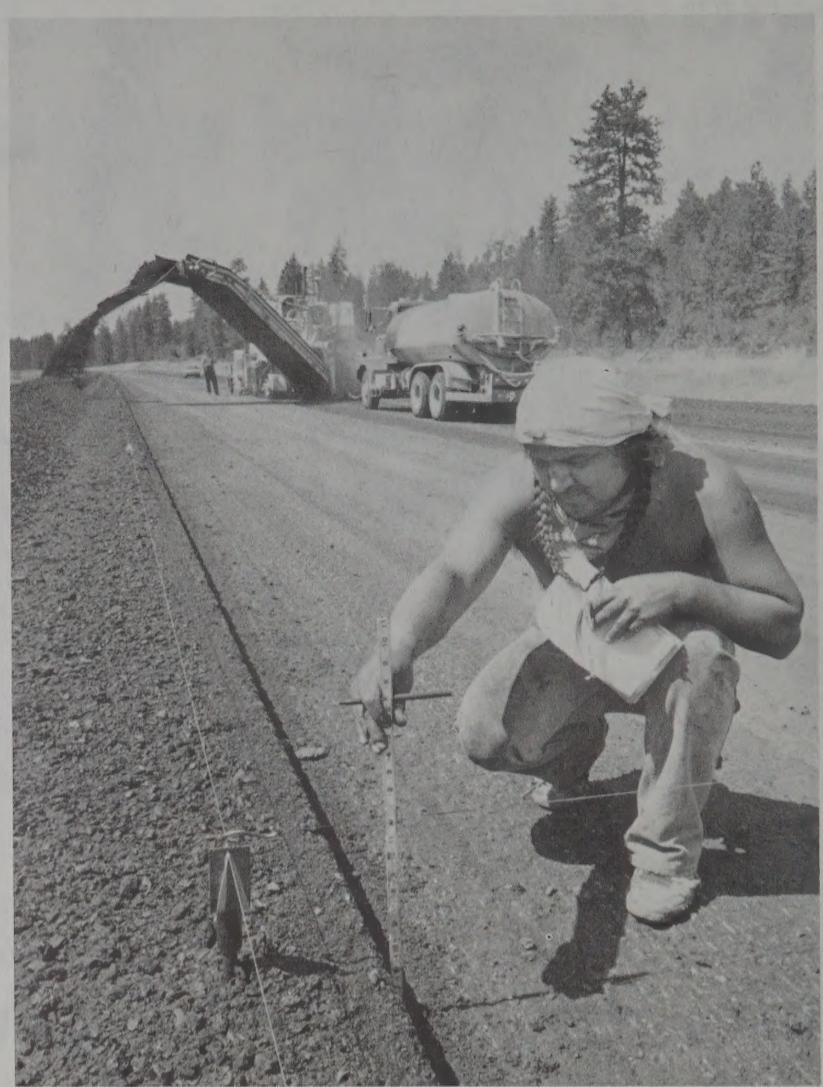
That upset merchants on Hayden Island, who felt they were losing too many customers. The Highway Division has changed some of the signing and has been working with them on campaigns to urge local traffic back during non-peak hours.

To help motorists traveling locally and through Portland decide which route to choose, a highway advisory radio channel is being put in place to advise motorists of what kind of traffic to expect in the construction zone.

Road work slated

Other Portland-area construction projects include:

- A \$21.4 million project to rebuild the 181st Avenue interchange on Interstate 84. The project began this spring and will be completed in the fall of 1991.
- A \$22.2 million project to widen I-84 to six lanes from 111th to 181st avenues. The project began this year and may be finished in late 1989.
- A \$3.94 million project to build a new interchange at Lester Avenue on Interstate 205, just north of the Clackamas Town Center. Construction runs from this year to the fall of 1990.
- A \$950,000 project to widen the Scholls Ferry/Hall Boulevard intersection near Washington Square.



JUST CHECKING--John Bevis, a member of the Confederated Tribes of Umatilla Indian Reservation checks the depth of a cut by a pavement grinder. Hiring of qualified members of the tribe is included in the guidelines for the major repaving project on Interstate 84 between Pendleton and La Grande.

Indian tribe pitches in with I-84 repaving

A freeway repaving project involving the Confederated Tribes of the Umatilla Indian Reservation got underway this summer on a 12-mile stretch of Interstate 84.

Their participation "has been really good so far," Project Manager Joe Schlieski said.

The \$13.5 million project includes paving I-84 from the Poverty Flats interchange to the Meacham interchange--both located roughly between Pendleton and La Grande. Most of the land is on the reservation, according to J.X. Wilson, Region 5 construction engineer, La Grande.

Participation of the tribes is expected to meet the criteria of the Tribal Employment Rights Office, which sets guidelines for construction work on the reservation and includes hiring qualified tribal workers.

The Highway Division has surpassed those guidelines, with more than 30 percent of the hirings and about 25 percent of the subcontractors' employees tribal members, according to Schlieski.

Work on the freeway includes signing, excavation, drainage, installation of median barriers and concrete pavement with asphalt shoulders, he said.

Paving of the westbound lane began in late August. Schlieski expects that lane to be reopened in mid-October. Work on the eastbound lane is scheduled for the summer of 1990, and the entire project is set for completion by Sept. 30, 1990.



MILESTONE--Gov. Neil Goldschmidt signs a bill creating the Parks and Recreation Department. Pictured are (from left) Lynn Newbry, chair of the Parks 2010 Committee and the Parks and Recreation Advisory Committee, Secretary of State Barbara Roberts, Goldschmidt, and Rep. John Schoon, who was the bill's co-sponsor.

Parks reaches milestone

It's official: Gov. Neil Goldschmidt signed a bill establishing a state Parks and Recreation Department.

The bill becomes effective Jan. 1, 1990.

A 250-pound cake in the shape of Oregon was served to a crowd of 500 following the bill-signing ceremony on the State Capitol steps. The Parks Advisory Committee then launched its annual statewide tour, attracting nearly 3,000 to share in Parks' 60th birthday, which coincided with the bill signing.

Some parks celebrated with special events, while others chose to invite local government officials to participate. An old time fiddlers band performed at Bullard's Beach State Park, an Air Force Reserve Band played at Wallowa Lake, and park visitors were treated to a showing of historic slides at Shore Acres, according to Parks Information Officer Monte Turner.

A commemorative plaque will be mounted on the picnic table used for the bill signing before it is returned to Champoeg State Park, Turner said.

Traffic death rate stays low

Oregon traffic fatalities on rural interstate highways are increasing at a lower rate than the national trend.

A national report reveals that traffic deaths on rural interstates have increased significantly as a result of the 65 mph. But fatal accidents on Oregon's 65 mph freeways have remained about the same since the higher speed limit went into effect, according to state Traffic Engineer Dwayne Hofstetter.

"Our view in Oregon is that it's working pretty well," Hofstetter said.

Weighmasters solicit ideas

The weighmaster station located on Interstate 5 at the Oregon-California border has added a suggestion box to hear from its customers.

Truckers are handed a one-page form that asks them to rate how they are treated. Space is provided for them to submit suggestions, comments and complaints. An optional section also is available for customers to identify themselves if they want a response to their comments.

Jay Schultz, supervisor of the Ashland Port of Entry, said that so far most of the comments have included positive, constructive criticism.

If the pilot program is successful, suggestion boxes will be placed at all Highway Division ports of entry, according to Doug Gyllenskog, chief weighmaster.

Map supply exhausted

Oregon's 1989 state highway maps have hit the road.

"They are now located in vehicles--where they should be--not in offices. Our supply is gone," said Highway Public Affairs Manager Carol Mitchell. "As always, the map was very popular when the new edition was issued in the spring."

Copies of the atlas, a 48-page publication, are still available from the ODOT Office of Public Affairs.

When the 1990 map is issued next spring, it will include updated city maps.

The University of Oregon geography department, in a cooperative project, will update the city maps.

Bridge standards stricter

The Highway Division will help inspect aging city and county bridges this fall using stricter standards than ever before.

Federal requirements order all cities and counties to conduct more sophisticated bridge inspections than in the past, according to State Bridge Engineer Tom Lulay.

"While the bridges in Oregon are generally in better shape than bridges in other parts of the country, bridge inspections are becoming more sophisticated. Most small agencies soon will not be able to keep up," Lulay said. "We've had a problem ensuring that the quality of inspections are the same for all bridge inspections."

Lulay said new requirements include underwater inspections of local bridges—something that has not been required of local governments in the past. The new criteria also requires scour analysis, which determines whether a stream bed might erode and undermine the footing of the bridge.

Local agencies also will be required to follow up on deficiencies found during the inspection and record the corrections with the state.

A 1988 Federal Highway Administration study listed 17 percent of Oregon's 6,600 bridges as deficient, compared to a 41 percent deficiency rating nationwide. Cities and counties have jurisdiction over 4,000 of Oregon's bridges.

The new program is expected to cost \$500,000 in Highway Division money during the first year of the program.

Cities and counties that participate in the program will not be charged for the state assistance. Local agencies that do the inspections on their own also will need to meet the new federal requirements.

"We're responsible for all Oregon's bridges, whether they are owned by us or by local governments," Lulay said. "We want the highest quality of inspections for all bridges, regardless of the size of the agency that owns them."

HISTORY

SEPTEMBER 1984

- The Highway Division imposed weight and speed limits on the Alsea Bay Bridge, near Waldport, following an independent study that recommended the bridge be replaced because of rapid deterioration.

- Minority representation throughout ODOT jumped from 5.4 percent to 6.5 percent, and the number of women significantly increased in the professional, technician and service/maintenance categories.

- Al Harwood, who was then Metro Region operations engineer, was given the Hewes Award for his work on the Interstate 205 bridge and the Banfield Transitway light-rail project.

SEPTEMBER 1979

- Ridership on all forms of public transit increased dramatically during the summer of 1979, as lines formed at gasoline pumps and the price of gas rose above the dollar-a-gallon mark.

- The Motor Vehicles Division began using a modular processing method in the now-defunct Document Issue Branch, with a goal of speeding document processing.



LAB WORK—Gary Barquist, a senior materials testing engineer, shows minority high school seniors a piece of rebar that underwent a destruction test by placing it under a 260,000-pound load. Rebar is used in bridge construction to strengthen concrete.

Engineers share hands-on skills with minority students

High school seniors watched engineers test the strength of rebar and geologists shear earth in a day-long tour of the Highway Materials Testing Laboratory.

The group of about two dozen aspiring engineers were exploring their career interests in the Minority Program Summer Institute in Engineering, a two-week course offered by Portland State University. The institute, co-sponsored by PSU and the National Office of the American Society of Civil Engineers, encourages students from under-represented groups to enter the engineering field.

Students attending the institute were chosen by the Oregon Section of ASCE from candidates nominated by their school advisors.

ODOT's tour, called Focus on Infrastructure, consisted of demonstra-

tions and a tour at the Highway Materials Testing Laboratory, the Traffic Signal Services Unit and the Aeronautics Division.

While at Aeronautics, the students climbed into the air traffic control tower at McNary Field—that's adjacent to the Aero office—and also saw the division's twin-engine airplane and computers used in charting state airports.

Back at PSU, the students met with working engineers from area industries, design consultants, federal agencies, professional societies and university faculty.

In addition to the ODOT tour, students visited the U.S. Weather Service operations center, the Bonneville Lock and Dam project, the Hewlett Packard and Tektronix plants in Vancouver, Wash., and the Port of Portland's ship repair facility on Swan Island.



FIELD TEST—Geotechnical specialists Rich Barrows (far left) and Farzad Moradian (far right) show Oregon high school students a vane shear test at the Highway Materials Testing Laboratory, Salem. The machine measures the amount of force required to shear soil.

New jobs come from risk taking

Continued from Page 1
directly transferred to the ferryboat study.

After completing the assignment, Hickey accepted a position with the Motor Vehicles Division, as operations manager of the Hearings Branch. At the time, Loyd Henion, manager of Economic Services, said he considered the position "tailor made" for Hickey because of the experience she gained in her temporary assignments.

Five years ago, Molly Cary was a highway maintenance worker in Lincoln City. Her supervisor shared with her a position announcement for a rotational position in the Highway Materials and Research Section. She is now an environmental specialist after having worked as an engineering technician in Roadway Analysis and Mapping.

Other parts of the state have experimented with temporary work assignments, according to Lasley. Region 3 has used them to allow employees to perform and assess their supervisory skills. Region 4 has used temporary positions in cross-training between maintenance and engineering crews.

"Successful rotational candidates tend to be people who bring a little extra to the workplace," said Jim Pettyjohn, a career development specialist with ODOT Civil Rights. "People need to look at their transferable skills."

ODOT's job rotation program is expanding.

For example, Pettyjohn said Highway

Planning has created "informational assignments," which may last between two days and a month, to provide an employee with enough information to decide whether the position fits.

Some ODOT offices use rotational assignments to broaden a person's perspective of the organization, Pettyjohn

said.

Highway maintenance workers were rotated into some Highway Division district offices. District maintenance supervisors Walt Bartel of District 12, Pendleton, and Dave Willhite, Beaverton, both have initiated volunteer programs, according to Pettyjohn.

Hazardous waste cleanup effort advances at Independence Airport

Funding for the second phase of a hazardous waste cleanup project at Independence State Airport was recently approved by the Transportation Commission.

The cleanup will begin after a consultant engineering firm analyzes additional samples from soil, water and underground storage tanks at a site previously used by an airplane painting business. The area is contaminated with methylene chloride, used in stripping paint from airplanes at the airport for six years. The chemical was allowed to seep into the ground as old paint was removed from airplanes before being repainted.

The Aeronautics Division is working out details of a proposed hazardous waste cleanup plan with the state Department of Environmental Quality, according to Fred Mills of the Aeronautics Division. He said the problem was first

brought to the attention of DEQ officials by the Aeronautics Division. The privately owned airplane painting business has since closed.

It's uncertain yet whether the cleanup will be accomplished under the terms of an intergovernmental agreement, or whether DEQ will issue a more stringent stipulation and final order for cleanup. If DEQ chooses the latter, Aeronautics would be the first state agency to fall subject to a hazardous waste cleanup stipulation and final order by DEQ.

The Aeronautics Division is looking for possible financial help to fund the cleanup from the Oregon DEQ or the federal government's hazardous waste cleanup superfund.

The Aeronautics Division has hired Fetrow Engineering to conduct the additional site tests at a cost not to exceed \$90,000.



SORTING—Allen Hurst, District 2B litter coordinator, left, help Youth Litter Patrol member Tim Allen sort garbage at the Lawnfield Maintenance Station.

Recycling project tied to litter pickup effort

The motor hums as Tim Allen dumps orange plastic bags of litter on a conveyor belt. As he spreads the trash on the moving belt, six other teens grab bottles, rumpled paper, torn sheets of plastic, cardboard, cans and fast food containers and toss them into barrels.

Most of the trash they are sorting will be sold and recycled. This is the first time trash collected by the Highway Division's Youth Litter Patrol has not ended up in a landfill.

"Probably 85 percent of this stuff can be recycled," said Allen Hurst, highway district litter coordinator.

Each year, 145 Highway Division youth litter crews collect roughly 800 tons of litter around the state. In Hurst's maintenance district—one of the three districts in the Portland area—teens collected more than 300 tons in 1988. Hurst decided too much litter was going to waste. Two years ago he began researching the feasibility of recycling roadside garbage.

He not only discovered there are companies that buy cardboard, newsprint, glass, metal and tires, but he also learned there is a growing market for various types of plastic and paper trash—even litter that's been mangled and soiled.

"Look at these. They're fuel pellets."

Traffic increases

Traffic on Oregon's highways was up about 4.3 percent in 1988, according to Vern Tabery, traffic analysis supervisor for the Highway Division.

A record 15.5 billion miles were traveled on the Oregon highway system in 1988, compared to 14.8 billion miles traveled in 1987.

The new figure marks the sixth straight year Oregon has experienced an increase in vehicle miles traveled.

Hurst held three, one-inch-long cubes in his hand that looked like highly compressed papier-mache. The pellets, professionally manufactured from paper trash, are burned in factories as fuel.

"That's a considerable savings when you consider dumping fees have gone from \$16.70 to \$41.25 a ton over the past year. This year it would cost almost \$1,300 to dump our litter in the landfill. And we expect fees will only go up," Hurst said.

The program offers another benefit. It teaches the 15 teen-agers participating in the program about recycling. One day a week is devoted to educational activities. For that, young recyclers get high school work experience credit through the Clackamas County Summer Youth Employment Training and Business Services Program, which pays their salaries.

The Highway Division's youth litter pickup program itself is funded through the sale of custom license plates.

Hurst's maintenance district keeps its litter crews picking up trash year-round. He intends to keep the recycling program running year-round as well.

Wayne Anderson, highway maintenance supervisor C, Austin Maintenance Crew, Highway Division, retired in July after 33 years of service.

Wayne Barber, highway maintenance specialist, Ukiah Maintenance Crew, Highway Division, retired in August after 19 years of service.

Erwin Carpenter, highway shop supervisor, Bend Equipment Shop, Highway Division, retired in August after 33 years of service.

John Linnville, highway maintenance worker 4, Sign Shop, Equipment and Services Unit, Highway Division, Salem,



Motor Vehicles Division

Sammy Fowler, motor vehicle representative (MVR) 1 to MVR 2, Medford.

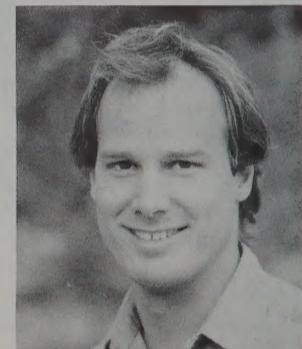
Sherry Heth, data entry operator, Salem, to clerical specialist, Portland.

Pat Martin, clerical specialist to management assistant B, Salem.

Darla Norgren, MVR 2, Beaverton, to MVR 3, Northeast Portland.



Darla Norgren
Motor Vehicle
Representative 3
Northeast Portland



Larry E. Schaffner
Park Ranger 2
Silver Falls State Park
Sublimity



Rachael E. Braden
Supervising Highway
Engineer A
Klamath Falls

Parks and Recreation Division

Gerald L. Carrothers, park aide, Cape Lookout State Park, Tillamook, to park ranger 1, Devil's Lake State Park, Lincoln City.

Dan R. Coots, conservation aide to park aide, Wallowa Lake State Park, Joseph.

Gerald R. Flanik, park aide to park ranger 1, Fort Stevens State Park, Astoria.

Kelly M. Katsikis, conservation aide to park aide, Sunset Bay State Park, Coos Bay.

Deborah S. Schallert, park manager A, Silver Falls State Park, Sublimity, to management assistant B, Salem headquarters.

Larry E. Schaffner, park ranger 1, Tumalo State Park, Bend, to park ranger 2, Silver Falls State Park, Sublimity.

Ricky G. Sellers, park ranger 1, Beverly Beach State Park, Newport, to park ranger 2, Champoeg State Park, Newberg.

Kathy S. Staver, landscape designer 3 to landscape architect 1, Salem headquarters.

Jason J. Young, conservation aide to park aide, Jessie M. Honeyman State Park, Florence.

Joann Zinda, park aide to park ranger 1, Cape Lookout State Park, Tillamook.

RETIREMENTS

retired in August after 15 years of service.

Paul Shine, engineering technician 1, Project Manager's Office, Highway Division, Portland, retired in August after 30 years of service.

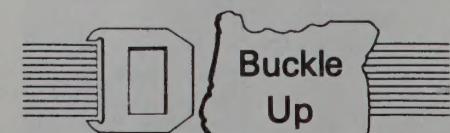
Clifford Snell, highway engineer 3, Project Manager's Office, Highway Division, Hermiston, retired in August after 35 years of service.

Joanne Thomas, clerical specialist, Validation Unit, Motor Vehicles Division, Salem, retired in August after 39-plus years of service.

Anthony Viducich, right of way agent supervisor, Right of Way Section, High-

way Division, Salem, retired in July after 30 years of service.

Lloyd Walker, engineering technician 4, Bridge Section, Highway Division, Salem, retired in July after 27 years of service.



PROFILE: SHARON SMITH

Fitting it all in: 2 roles, 2 time zones

By NATALIE BARNES
DMV Public Affairs

Sharon Smith likes wide-open spaces. As East Region technical supervisor for the Motor Vehicles Division, she regularly travels to DMV offices hundreds of miles apart. The East Region is so large, in fact, that it contains two different time zones.

The position is unique to DMV, because Sharon's also office manager for the Baker DMV office. She finds maintaining this balance "challenging," although she says her dual role can be frustrating at times.

Sharon began her DMV career in 1982 as a part-time motor vehicles representative in the La Grande office. Two promotions later, in 1985, she became office manager for the Baker office. She accepted her East Region technical supervisor responsibilities in 1988.

Before moving to Oregon, Sharon worked in Montana for the state Department of Social Rehabilitation Services and the Department of Agriculture Extension Service.

When she moved to Oregon, she says, "I decided I wanted a career with DMV because I found the work interesting and enjoy working with the customers."

In her current position, she wants "to find more time reaching goals. Right now, I'm busy learning my duties as a technical supervisor while still running a DMV office."

Pat Guymon, Sharon's boss and East Region supervisor for DMV, says Sharon "has two different hats and has done a good job at it. She has a good rapport with everyone in the region, and she's not afraid to voice her opinion or make suggestions."

Sharon likes to "put ideas and concepts together," she says. "I like working out problems and finding solutions. I especially like working with customers, and have always enjoyed finding ways to help them."

Sharon rates her staff in Baker as "excellent." Motor vehicle representatives Larry Schmidt, Ruth Heaton and Tracie Andrew "have thorough knowledge of DMV business and all aspects of the office," Sharon says. "Considering the amount of traveling I do, I'm confident the office will run smoothly even though I'm not there."

Sharon maintains an open-door management style.

"While an office manager retains ultimate responsibilities, I delegate the authority to carry out office duties to other employees," she says. "I see the office as a whole, with no one person more important than another. I also see each employee as having valuable assets. As their experience and training allows, each person should be capable of doing all office operations."

A typical day for Sharon may include



TOGETHER—Sharon Smith (foreground) meets with Lorry Schippers, Pendleton DMV office manager, and Pat Guyman, DMV's East Region supervisor. It may be tiresome to travel the great distances between Eastern Oregon DMV offices, but, Sharon says, "It's great to see the people once I arrive."

RETIREE'S REPORT

John Tindall, Salem, principal structural design engineer, Bridge Section, Highway Division, retired in 1987.

The Tindalls have been spending most of their time traveling in their motor home. Their goal is to spend part of the winter in California or Arizona and a month in Palm Springs, Calif.

In 1988, John and his wife, Lorene, and two other couples traveled across Canada to the East Coast and returned by way of the central United States. They toured the Canadian Rockies, Montreal



and Quebec City in Canada, spent several days in Boston, toured in New England to see the fall colors, and visited Philadelphia, Lancaster, Gettysburg and Valley Forge, Pa. John reports that the fall colors were almost as pretty in Missouri as in New England.

In the summertime, they frequently visit the beach, mountains and other places in and around Oregon. John really enjoys fishing, but hasn't found the time since he retired. Since retiring, John has learned to play golf, and he and Lorene enjoy golfing together.

Harold Buckles, Salem, engineering technician 3 (Drafter), Planning Section, Highway Division, retired in 1975.

Since his retirement, Harold has become a full-time minister to a small

congregation at the Church of Christ, Salem. Harold had been the church's part-time minister while with the Highway Division. He has been with the church for 23 years.

Harold and his wife Grace have traveled to California, Iowa and their home state, Nebraska. They have visited Yellowstone Park twice. He also rode with his sister to Detroit, where he visited the Ford Center, and then toured Springfield, Ill., the birthplace of President Abraham Lincoln.

Three years ago the Buckles went to Orlando, Fla., where they visited a niece and toured the Epcot Center.

The Buckles have five children, 12 grandchildren and are soon expecting two great-grandchildren. Most live in the Portland area. Grace continues to teach

only a morning in the Baker office. Although the time she is able to spend with her staff is limited, she makes good use of it.

"My mornings give me a chance to touch base with the staff, look at problems and discuss issues," she says.

Sharon spends the balance of her day working in the region office, more than 40 miles to the north.

"We try to travel to all offices in our region once every other month and hold technical meetings monthly."

Scheduling travel time can sometimes involve accounting for the region's different time zones. The Ontario DMV office, in the central eastern corner of Malheur County, is in the Mountain Time Zone with Idaho, one hour ahead of the majority of Oregon in the Pacific Time Zone.

"Other region staff may be able to

'I see the office as a whole, with no one person more important than another.'

cover their entire region in a couple of half-hour drives and make a loop," she says, smiling. "It takes us three days to make a trip to all our offices, but it's great to see the people once I arrive."

The region's offices are located in Milton-Freewater, Heppner, John Day, Pendleton, La Grande, Enterprise, Baker, Ontario, Prineville and Burns, with distances between them varying from 30 to more than 130 miles.

Sharon also has gotten a chance to see how other motor vehicle administrative agencies work. She has won DMV's PRIDE Award—that stands for Personal Recognition in Daily Endeavors—three times. As recognition for one of those awards, she attended a trip to British Columbia, Canada, to visit with that province's motor vehicles agency administrators.

"Canada is much more technologically advanced than we are," she says. "They are able to do many transactions immediately that we must send out of our headquarters office. Canada can issue titles and registrations on the spot. It also requires drivers to purchase mandatory insurance from the province when you register a vehicle. That would be one way of eliminating uninsured drivers."

When Sharon is not traveling the wide open spaces of eastern Oregon, she and her husband enjoy hunting, fishing, bowling and, most recently, golf.

Sharon considers every task an opportunity and recommends others to do the same.

"Learn to listen and verify for yourself. Don't be afraid to speak up—and learn from others."

piano and organ. She had 16 students last year.

Harold occasionally attends the quarterly Highway Retirees luncheon.

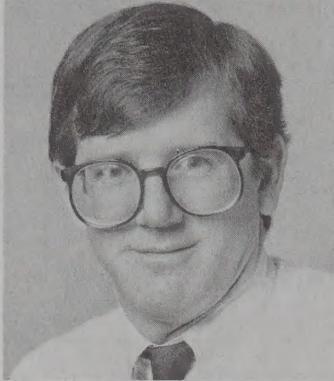
Keep in touch

If you're a retired department employee, take time to let others know your activities since you left ODOT.

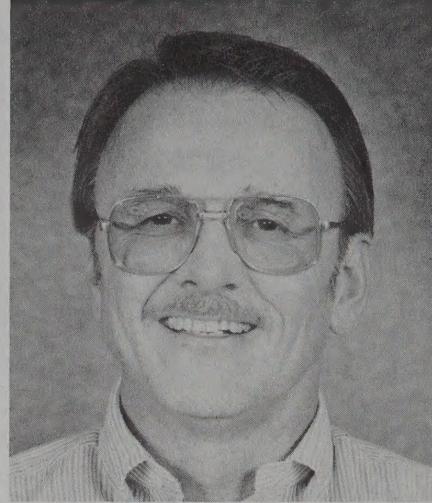
Either stop by the Office of Public Affairs in the Transportation Building, Salem, call Darlene Steward at 378-6546, or send summaries of your recent activities to: Retirees Report, Public Affairs, 140 Transportation Building, Salem, Ore. 97310.

CANDID COMMENTS

Michael Ward
Facilities Manager
DMV Field Services Branch
Salem



Sherri Lewis
Management Assistant A
State Highway
Engineer's Office
Salem



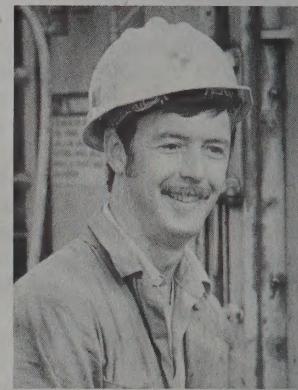
Bob True
Region 1 Resource Coordinator
Parks Division, Portland

Do you get an opportunity to see ODOT videos, and what topics would you like covered in the future?"

Pat Chastain
Highway Maintenance
Specialist
Highway Division
Maupin



Lisa Garton
Engineering Technician 2
Highway Construction
Portland



Michael Ward

They are shown at DMV headquarters and in our field offices. But it's just not one of those things that I've availed myself of.

Sherri Lewis

Because I work in the Transportation Building I have lots of opportunities to view the videos, but sometimes I don't take the time to see them. The topics that interest me have already been covered—such as ODOT's daycare project and the classification study.

Walt Brown
Motor Vehicles
Representative 1
Lake Oswego DMV



Bob True

We do occasionally see them. I always enjoy hearing what Bob Bothman has to say about the Legislature. I'd like to hear one of our top administrators comment on how the relationship between Parks and ODOT is going to change once we become a department. Will Parks be included in ODOT videos and VIA after Jan. 1, 1990?

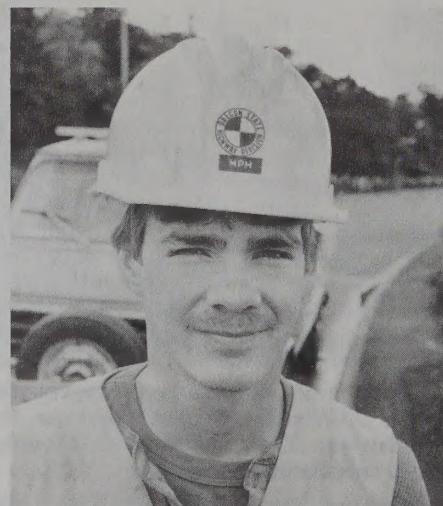
Lisa Garton

We get the videos through the shuttle system, and it takes a while for them to reach our field office. By the time we see a tape at our safety meeting, the information is sometimes three weeks old and it's not news anymore—we've heard about it from word of mouth or from bulletins. There should be a story about the new training team in Region 1.

Pat Chastain

We get opportunities to watch them, but a lot of it doesn't pertain to equipment operation. And they usually arrive about one to two months late. I would like to see videos that pertain more to maintenance—for example, how to run rollers, how to blade, and the methods of paving.

Ted Raaymakers
Motor Vehicles
Representative 2
Coos Bay DMV



Mike Hultquist
Highway Maintenance Specialist Trainee
Baldock Maintenance
Portland

Walt Brown

Yes, I see them. I'd like to see more on the new laws that affect DMV, particularly the commercial driver licensing laws and the new national driver register. For the benefit of new people, it would be helpful to have video coverage on the Just In Time program and mandatory proof of insurance.

Ted Raaymakers

No, to tell you the truth, we don't get a chance to view the videos because of our level of customer traffic. I would like to view videos that deal mostly with customer service, dealing with people in a good way and helping them when they become irate.

Mike Hultquist

Yeah, we see them about once a month. I'd like to see more coverage of bridge work and a little bit about how we design bridges.

Edie Kepley

No, I don't get a chance to see them because I run a one-person office. Sometimes they mail them to me, and I have to mail them back because I don't have a video machine. To see one, I'd need to travel to Brookings.

Chanell Conrow

Chanell Conrow
Office Manager A
Lincoln City DMV



Chanell Conrow

The only video we've received on regular basis is DMV Video News. It would be nice to see other videos, particularly training tapes. It's a good method of communication because, unlike written information, videos get information out to a lot of employees at one time. But part of the problem at field offices is finding a half hour to watch them.